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COMPARATIVE CHART OF AMENDMENTS TO THE NEW EDITION OF THE REGULATIONS ON REMUNERATION AND REIMBURSEMENT OF THE MEMBERS OF THE BOARD OF DIRECTORS OF OJSC URALKALI

N	Current version (approved by the resolution of the General Meeting of Shareholders (Minutes N 34 dated 13.12.2012))	Proposed version	Comment
	<p>2. Remuneration of the members of the Board of Directors</p> <p>2.1. Remuneration of the members of the Board of Directors (with the exception of the Chairman of the Board of Directors the amount of those remuneration is regulated by Article 3 of there Regulations) consists of:</p> <ul style="list-style-type: none"> - The payment for participation in the current activity of the Board of Directors (hereinafter referred to as base remuneration); - The payment for the performance of additional duties (hereinafter referred to as additional remuneration). <p>2.2. The amount of annual base remuneration is equivalent to 200,000 (two hundred thousand) US dollars.</p> <p>2.3. Additional remuneration is paid for performance of the following duties:</p> <ul style="list-style-type: none"> - Membership in any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 25,000 (twenty-five thousand) US dollars; - Chairmanship of any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 25,000 (twenty-five thousand) US dollars; - Deputy Chairmanship of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 125,000 (one hundred and twenty-five thousand) US dollars. <p>2.4. Should any independent member of the Board of Directors fulfill several additional duties, additional remunerations for the fulfillment of each of these duties will be summarized.</p> <p>2.5. An independent member of the Board of Directors has the right to refuse payment of remuneration by submitting a written application to the Chairman of the Board of Directors.</p>	<p>2. Remuneration of the members of the Board of Directors</p> <p>2.1. Remuneration of the members of the Board of Directors (with the exception of the Chairman of the Board of Directors the amount of those remuneration is regulated by Article 3 of there Regulations) consists of:</p> <ul style="list-style-type: none"> - The payment for participation in the current activity of the Board of Directors (hereinafter referred to as base remuneration); - The payment for the performance of additional duties (hereinafter referred to as additional remuneration). <p>2.2. The amount of annual base remuneration is equivalent to 170,000 (one hundred seventy) US dollars.</p> <p>2.3. Additional remuneration is paid for performance of the following duties:</p> <ul style="list-style-type: none"> - Membership in any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 20,000 (twenty thousand) US dollars; - Chairmanship of any of the committees of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 50,000 (fifty thousand) US dollars; - Deputy Chairmanship of the Board of Directors. The annual amount of the indicated remuneration is equivalent to 150,000 (one hundred and fifty thousand) US dollars. <p>2.4. Should any independent member of the Board of Directors fulfill several additional duties, additional remunerations for the fulfillment of each of these duties will be summarized.</p> <p>2.5. An independent member of the Board of Directors has the right to refuse payment of remuneration by submitting a written application to the Chairman of the Board of Directors.</p>	<p>The proposed amendments are technical. The structure and amount of remuneration payable to independent directors must be transparent for our shareholders. As in late 2012 the Board committees were renewed to include all three of the four independent directors, we decided to change the structure of remuneration so that any shareholder could at any moment determine the specific remuneration paid to a certain member of the Board. Despite the modified structure, the total amount of remuneration payable to the independent directors remains the same.</p>